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# Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 4 June 2025

**International tender for the position of Assistant Professor in the subject area of Electrical Engineering, sub-area of Programming Languages and Computer Vision, at the Institute of Engineering of the University of Algarve**

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4 Jun 2025

## Job Information

|                      |                                  |
|----------------------|----------------------------------|
| Organisation/Company | Universidade do Algarve          |
| Department           | Institute of Engineering         |
| Research Field       | Technology » Computer technology |
| Researcher Profile   | Recognised Researcher (R2)       |
| Positions            | PhD Positions                    |
| Country              | Portugal                         |

|                                                                               |                                     |
|-------------------------------------------------------------------------------|-------------------------------------|
| <b>Application Deadline</b>                                                   | 18 Jul 2025 - 23:59 (Europe/Lisbon) |
| <b>Type of Contract</b>                                                       | Permanent                           |
| <b>Job Status</b>                                                             | Full-time                           |
| <b>Hours Per Week</b>                                                         | 35                                  |
| <b>Offer Starting Date</b>                                                    | 5 Jun 2025                          |
| <b>Is the job funded through the EU Research Framework Programme?</b>         | Not funded by a EU programme        |
| <b>Reference Number</b>                                                       | Edital n.º 995/2025   OE202506/0125 |
| <b>Is the Job related to staff position within a Research Infrastructure?</b> | No                                  |

## Offer Description

By ordinance dated of March 25, 2025, issued by the Rector of the University of Algarve, it is open, for a period of 30 working days, counting from the working day immediately following the publication of this notice in the Diário da República (the Official Portuguese Gazette), an international tender for the position of Assistant Professor, in the subject area of Electrical Engineering, sub-area of Programming Languages and Computer Vision, at the Institute of Engineering of the University of Algarve.

This tender is governed by the provisions of Article 15 and the following articles of the Estatuto da Carreira Docente do Ensino Superior Politécnico (Statute of the Lecturing Career of Polytechnic Higher Education), forthwith referred to as ECDESP, which was approved by Decree-Law no. 185/81, on July 1st, amended and republished by Decree-Law no. 207/2009, of August 31st, in its current version, as well as the Regulation for the Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in Diário da República, 2nd series, no. 111, on 9 June 2010.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days after its publication in Diário da República, as decreed by Law no. 78/2003, of 23 April, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University's website, in both Portuguese and English, in accordance with Article 29-B, paragraph 1 of ECDESP, in its current version.

The purpose of this tender is to fill in one (1) position in the form of a non-fixed-term contract as a government employee in accordance with Article 10-B of ECDESP. The tender will end once the position has been filled.

Within the scope of the authority conferred by paragraphs d), e) and q) of article 92 of Law nº. 62/2007 of September 10, the Rector reserves the right, for serious reasons, to cancel the tender.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

## I - Admission requirements

### 1-Admission requirements:

a) Applicants must hold, under the terms of article 17 of ECDESP, a specialist title or a doctoral degree in Computer Engineering;

i) Holders of a doctoral degree obtained outside Portugal must prove the recognition of that degree in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition or the request for recognition, before the end of the application period, will be excluded from the tender;

iii) The title of specialist mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

b) Proficiency in the Portuguese language, both spoken and written.

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature.

c) Applicants must meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP.

### 2. Applicants will be excluded from the tender procedure if they:

a) Do not hold a specialist title or a doctoral degree in Computer Engineering;

b) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;

c) Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP;

d) Do not submit the required documents required in the Public Notice, or their submission will be made outside the deadline stipulated for this purpose.

3 - The selection committee will notify the candidates of their admission or exclusion, by email with receipt of delivery, for the purposes of a preliminary hearing.

## II – Admission requirements based on absolute merit:

1- Acceptance of applicants on the basis of absolute merit will depend cumulatively on the following criteria:

a) Having an overall curriculum that the selection committee considers to be of scientific merit, research capacity and value of pedagogical activity already developed compatible with the subject area and subarea for which the tender is open and appropriate to the respective teaching category, namely:

- i. Proven experience, through publications with scientific arbitration, in the research in computer vision and human-machine interfaces for practical applications;
- ii. Proven experience, through publications with scientific arbitration, in the research and creation of deep neural architectures with practical applications.

b) The applicant must be the author or co-author of at least two (2) journal articles, with at least quartile Q2 in the Scimago Journal Rank (SJR), relevant to the subject area and sub-area in which the tender is open, in the last five (5) years.

2 – A vote against admission on absolute merit must be justified in the following terms:

a) The applicant's overall curriculum does not reveal scientific merit, research capacity and value of pedagogical activity, under the terms described in paragraph a) of the previous number;

b) The applicant is not the author or co-author of at least 2 journal articles, under the terms indicated in paragraph b) of the previous number.

3- In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, and then the selection committee will proceed to vote on each of those proposals, in accordance with the provisions of Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not allowed.

4 – An application will be rejected on absolute merit if at least one such proposal will be voted by the majority of the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be an integral part of the meeting minutes.

5 - The selection committee will notify applicants of the exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

### III — Application instructions

1- The application must be formalized by means of a request addressed to the Rector of the University of Algarve, available on the website of the University <https://www.ualg.pt/pt/srh/concursos-pessoal-docente> and it may be submitted:

a) In person, at the Human Resources Department, situated on floor 0 of the Library Building at the Penha Campus of the University of Algarve, in Faro; or

b) By registered mail, posted no later than the deadline for submitting the applications, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro.

2 - The application for admission to the tender, dated and signed, must include the following documents, in Portuguese or English:

a) Photocopy or scan in PDF format of a valid identification document at the date of application;

b) Certificates proving that the applicant holds the doctoral degree or specialist title, as well as certificates of other degrees or titles, photocopied and in electronic pdf format;

c) One (1) paper copy and one (1) copy in PDF format of the applicant's curriculum vitae, dated and signed, which include the scientific, pedagogical activities, and other activities relevant to the mission of higher education institutions carried out by the candidate, strictly following the order of the parameters and factors stated in Point V of this announcement and the list of works to be presented according to the following paragraph;

d) One (1) printed or photocopied copy and one (1) PDF copy of each of the works selected by the applicant for the purposes set out in section V A), up to a maximum of two (2);

e) One (1) printed or photocopied copy and one (1) PDF copy of the doctoral thesis abstract or the exams for obtaining the specialist title;

f) Indication of the results of the "quality assessment" carried out regarding the courses for which the applicant was responsible, where applicable, also for the purposes of Article 23, paragraph 6, subparagraph b) of the ECDESP;

g) Document with career development plan, containing objectives, development plan and synopsis of the research line to be implemented and pedagogical development plan, within the scope of the subject area and specialty in the tender, with a maximum of 5000 words, printed and in PDF format;

h) Other documents which the applicant considers to be of interest for the selection committee to be able to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that he or she may have undertaken and which would constitute a legally-founded reason for preference, although the selection committee shall only consider such activities as being duly proven if it should deem appropriate;

i) A criminal clearance certificate attesting to the fact that the applicant is not banned from working in government service or from exercising the professional functions for which he/she is applying;

j) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;

k) An up-to-date vaccination certificate.

3 - The documents referred in paragraphs i) to k), may be waived during the submission stage of the application, provided that the applicants declare under oath the situation in which they find themselves in relation to each of these requirements. The failure to make a written declaration constitutes grounds for exclusion. The delivery of these documents will be required, should the applicant be selected for the vacancy.

4 - The PDF documents required in paragraphs b) to h) should be delivered in a pen-drive, which should be searchable and contain the entries of the publications accessible through clickable links, which may be recorded in the same digital media or exist in a repository for free access in the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae, and when relevant, and feasible, to the web pages of the courses for which the applicant has been responsible.

5 – The curriculum vitae and respective appendices must be systematized in the order of the parameters and factors listed in point V of this Announcement. Failure to comply with this order may result in the information not being considered for evaluation, the same happens with accessibility to links, whose functioning must be verified by the candidate, so that the selection committee members have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve, the hiring committee may request additional documentation related to the submitted curriculum.

#### IV – Public Hearings

1- The selection committee may decide to hold public hearings, on an equal footing for all applicants, and pursuant to the terms of Article 23, paragraph 4, subparagraph b) of the ECDESP and to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve.

2- If the tender selection committee decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at least 8 days in advance.

V - Evaluation parameters and seriation in relative merit, respective weighting and final valuation system

The assessment and seriation in relative merit are based on the following seriation criteria and their weighting, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the assessment parameters within a scale of 0-100 points:

Curriculum evaluation (100%) - The Curriculum Evaluation focuses on activities developed by the applicants, over the last five years in the subject area and subarea of the tender and their suitability for the category of Assistant Professor, considering the following parameters:

A) Technical-Scientific and Professional Performance (40%);

B) Pedagogical Capacity (40%);

C) Other activities relevant to the University's mission (20%);

The above-mentioned components are evaluated according to the following parameters and respective factors:

A) Technical-scientific and professional performance (40%). The following parameters will be considered in the evaluation:

i) Technical-scientific production. Quality and quantity of technical-scientific production in the subject area for which the tender is open (namely books, book chapters, articles in indexed international journals, or high-level professional activity reports), expressed by the number and type of publications (35%);

ii) Participation in scientific projects. Quality and quantity of scientific projects in which the applicant has participated, in the area for which the tender is open (10%);

iii) The candidate must have higher education (Bachelor's degree or University's degree or Master's degree) in the area of Electrical and Computer Engineering or Computer Engineering (20%);

iv) Career development plan — the potential contribution of the submitted document to the scientific and pedagogical development of the subject area in which this tender is inserted will be evaluated, with the objective of promoting the lecturing and research activities associated with it (35%).

B) Pedagogical Capacity (40%). The following parameters will be considered in the evaluation:

i) Production of pedagogical material. Quality and quantity of pedagogical material produced by the applicant, as well as publications of pedagogical nature (20%);

ii) Lecturing activity in a higher education institution within the scope of the subject area and subarea in the tender (50%);

iii) Participation in academic exam boards (15%);

iv) Other activities related to lecturing, namely supervising internships (15%).

C) Other activities relevant to the University's mission (20%). The following parameters will be considered in the evaluation:

i) Extension activities. Activities relevant to lecturing, research and community outreach (100%).

#### VI - Selection process in relative merit

1. The methodology of selection in relative merit is as follows:

a) Before voting starts, each member of the selection committee will submit a written document, which will be included in the meeting minutes, stating their own ordering of the applicants, based on the applicants' scientific performance, pedagogic skills and other relevant activities, and their respective weights. At each ballot, every member of the selection committee will abide by the ordering they submitted, and abstentions are not allowed;

b) The first vote is intended to determine which applicant is placed at the top of the ordered list;

c) If an applicant obtains more than half of the votes, the applicant shall be ranked first in the ordered list;

d) If two candidates obtain exactly half of the votes, the president of the selection committee will break the tie and the candidate who holds the most recent doctoral degree or specialist title will be ranked first. Only the specialist title will be considered if the candidate does not hold a doctoral degree;

e) If neither of those two cases occurs, a new vote will be held after removing the candidates who did not receive any votes in the first voting and also eliminating the least voted candidate but who received at least one vote;

f) If there is more than one candidate with the lowest number of votes, a vote will be held with only those candidates to decide which one to eliminate. For this vote, the selection committee members must vote for the candidate who is lowest in their ranking;

g) If there is still a tie between two or more candidates in this vote, the president of the selection committee will decide which candidate to eliminate from among them, using as a tiebreaker criterion the holder of the most senior doctoral degree or specialist title. Only the specialist title will be considered if the candidate does not hold a doctoral degree;

h) After eliminating that candidate and the candidates who did not receive votes in the first round, the vote is held again for the candidate to be placed in first place, repeating, if necessary, the process described above, until a candidate obtains more than half of the votes for first place;

i) Once a candidate has been placed first on the ordered list, that candidate is removed from the vote and the process is repeated for the second place, and so on, until an ordered list of all candidates is obtained.

#### VII - Composition of the Jury

President: Doctor Ana Maria de Melo Sampaio de Freitas, Vice-Rector of the University of Algarve, with delegated competence.

Committee members:

Doctor João Manuel Pereira Barroso, Full Professor at the School of Science and Technology of the University of Trás-os-Montes and Alto Douro;

Doctor Isabel Sofia Sousa Brito, Coordinating Professor at the Higher School of Technology and Management of the Polytechnic Institute of Beja;

Doctor Catarina Helena Branco Simões da Silva, Associate Professor at the Faculty of Science and Technology of the University of Coimbra;

Doctor João Miguel Fernandes Rodrigues, Principal Coordinating Professor at the Higher Institute of Engineering of the University of Algarve;

Doctor Pedro Jorge Sequeira Cardoso, Coordinating Professor at the Higher Institute of Engineering of the University of Algarve.

Alternative committee members:

Doctor Hugo Alexandre Paredes Guedes da Silva, Full Professor at the School of Science and Technology of the University of Trás-os-Montes and Alto Douro;

Doctor Jorge Filipe Leal Costa Semião, Coordinating Professor at the Higher Institute of Engineering of the University of Algarve;

Doctor Paulo Jorge Maia dos Santos, Coordinating Professor at the Higher Institute of Engineering of the University of Algarve.

## VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of Algarve, in Faro, from 9.30am to noon and from 2.30p.m to 4.30 p.m., through previously scheduled appointment.

## Where to apply

Website

<https://www.ualg.pt/en/tender-procedures>

## Requirements

**Research Field**

Technology » Computer technology

**Education Level**

PhD or equivalent

### Skills/Qualifications

Applicants must hold a specialist title or a doctoral degree in Computer Engineering.

### Specific Requirements

Admission requirements:



a) Applicants must hold, under the terms of article 17 of ECDESP, a specialist title or a doctoral degree in Computer Engineering;

i) Holders of a doctoral degree obtained outside Portugal must prove the recognition of that degree in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition or the request for recognition, before the end of the application period, will be excluded from the tender;

iii) The title of specialist mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

b) Proficiency in the Portuguese language, both spoken and written.

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature.

c) Applicants must meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP.

**Languages** PORTUGUESE

**Level** Good

**Research Field** Technology » Computer technology

## Internal Application form(s) needed

**English application form.pdf**

**English** (76.53 KB - PDF)

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## Additional Information

### Benefits

The purpose of this tender is to fill in one (1) position in a form of a non-fixed-term contract as a government employee. The gross monthly salary to be paid shall be 3.321,72€.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

a) Do not hold a specialist title or a doctoral degree in Computer Engineering;

b) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;

c) Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP;

d) Do not submit the required documents required in the Public Notice, or their submission will be made outside the deadline stipulated for this purpose.

## **Selection process**

Admission requirements based on absolute merit:

1- Acceptance of applicants on the basis of absolute merit will depend cumulatively on the following criteria:

a) Having an overall curriculum that the selection committee considers to be of scientific merit, research capacity and value of pedagogical activity already developed compatible with the subject area and subarea for which the tender is open and appropriate to the respective teaching category, namely:

i. Proven experience, through publications with scientific arbitration, in the research in computer vision and human-machine interfaces for practical applications;

ii. Proven experience, through publications with scientific arbitration, in the research and creation of deep neural architectures with practical applications.

b) The applicant must be the author or co-author of at least two (2) journal articles, with at least quartile Q2 in the Scimago Journal Rank (SJR), relevant to the subject area and sub-area in which the tender is open, in the last five (5) years.

2 – A vote against admission on absolute merit must be justified in the following terms:

a) The applicant's overall curriculum does not reveal scientific merit, research capacity and value of pedagogical activity, under the terms described in paragraph a) of the previous number;

b) The applicant is not the author or co-author of at least 2 journal articles, under the terms indicated in paragraph b) of the previous number.

3- In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, and then the selection committee will proceed to vote on each of those proposals, in accordance with the provisions of Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not allowed.

4 – An application will be rejected on absolute merit if at least one such proposal will be voted by the majority of the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be an integral part of the meeting minutes.

5 - The selection committee will notify applicants of the exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

## **Additional comments**

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

Within the scope of the authority conferred by paragraphs d), e) and q) of article 92 of Law nº. 62/2007 of September 10, the Rector reserves the right, for serious reasons, to cancel the tender.

**Website for additional job details**      <https://www.ualg.pt/en/tender-procedures>

## Work Location(s)

|                                   |                                    |
|-----------------------------------|------------------------------------|
| <b>Number of offers available</b> | 1                                  |
| <b>Company/Institute</b>          | Universidade do Algarve            |
| <b>Country</b>                    | Portugal                           |
| <b>State/Province</b>             | Algarve                            |
| <b>City</b>                       | Faro                               |
| <b>Postal Code</b>                | 8005-139                           |
| <b>Street</b>                     | Campus da Penha - Estrada da Penha |
| <b>Geofield</b>                   |                                    |

## Contact

|                       |                                                       |
|-----------------------|-------------------------------------------------------|
| <b>State/Province</b> | Algarve                                               |
| <b>City</b>           | Faro                                                  |
| <b>Website</b>        | <a href="http://www.ualg.pt/">http://www.ualg.pt/</a> |
| <b>Street</b>         | Campus da Penha - Estrada da Penha                    |
| <b>Postal Code</b>    | 8005-139                                              |

**E-Mail**

srhconcurso@ualg.pt

**Phone**

289800100

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